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ABSTRACT

This pamphlet discusses the situation of ethnic minorities--particularly those of Caribbean, Asian, or African origin--in the United Kingdom. Following introductory material, the background to immigration in Britain is described and the numbers and geographic distribution of the different ethnic groups are discussed. Next comes a general discussion of the social disadvantages faced by minorities, the extent of racial and ethnic discrimination, and government efforts to deal with both. Race relations legislation is then described, as are special measures to combat racial and ethnic disadvantage in employment, education, health, and housing. Efforts to improve relations between the police and ethnic minorities are discussed. There is a brief description of the press and broadcasting services for ethnic minorities and of arts activities undertaken by newcomers. The pamphlet ends with a listing of relevant government departments, statutory bodies, and organizations, and a bibliography of both government and nongovernment publications. (CMG)

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Britain's Ethnic Minorities

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Introduction

Britain's[1] population of nearly 56 million contains a greater diversity of nationalities and races than ever before, about 4 per cent, or some 2·2 million, originating in the New Commonwealth[2] and Pakistan. Most of these groups started to enter Britain in the 1950s and early 1960s in response to the employment opportunities that existed at that time. As has happened in other industrialised countries, the settlement of considerable numbers of people with different cultures, many of them speaking different languages, has not been without difficulties. At present the circumstances of many members of the ethnic minority communities are less fortunate than those of the rest of the population and they experience to a greater extent the disadvantages which they share with the poorer sections of the indigenous population. These disadvantages are due in part to a variety of factors—including newness to an unfamiliar society and difficulties arising out of cultural differences—but also to some racial discrimination, the extent of which is difficult to determine. At times of economic recession, moreover, disadvantages are likely to be exacerbated.

Nevertheless, research has shown that, despite the difficulties experienced by many members of the ethnic minority groups, over the last 15–20 years considerable advances have been made, especially in the fields of housing and employment. Opportunities exist and many have made economic and social progress, and increasingly they are found in positions of importance in public, professional, business and artistic life. Most entered Britain as Commonwealth citizens and have enjoyed full civic and political rights. They may vote, stand for election to Parliament and local councils, sit on juries and serve as magistrates. Many have taken out citizenship in Britain.

Attention was focused on Britain's multiracial communities by the disorders that occurred in the Brixton area of London, in Toxteth in Liverpool and in other English cities during 1981. The causes appeared to be manifold and complex and the origins of the disturbances varied from place to place. The subsequent report by Lord Scarman on the Brixton disorders—in which white young people took part as well as black—stated that they were precipitated by a breakdown in confidence between the police and members of the black community. Although the disorders contained a strong racial element they did not constitute a race riot.

Successive governments have been committed to a multiracial society in which there is full equality of opportunity irrespective of colour, race or religion. The present Government has emphasised the principle that 'members of the ethnic minority communities who were born here or are settled here are part of this country and part of its future. They are entitled to the same respect as any other citizen.' Legislation against discrimination in employment, education, housing and the provision of goods and services provides a framework for safeguarding the rights of minorities, and government programmes are aimed at reducing disadvantage. At the same time a variety of voluntary organisations and self-help groups from within the ethnic minorities are working towards the same objective. The Government has stated also that its overriding purpose is to create a stronger and more prosperous

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[1] *The term 'Britain' is used informally in this pamphlet to mean the United Kingdom of Great Britain and Northern Ireland; 'Great Britain' comprises England, Scotland and Wales.*

[2] *As distinct from the 'old' Commonwealth countries of Canada, Australia and New Zealand which were members of the Commonwealth from the time of the Statute of Westminster in 1931.*

economy where new jobs are created and unemployment falls; this it sees as the most effective means of combating racial disadvantage.

This pamphlet outlines some of the action being taken to combat disadvantage, by legislation and by special measures in employment, education, the health services and housing; it refers to what is being done to improve relations between the police and the ethnic minorities; and there is a brief description of the press and broadcasting services for ethnic minorities and of arts activities undertaken by them. The terms 'ethnic minorities' and 'black community' are used for convenience, covering a variety of peoples of widely different languages and cultures. In the context of the pamphlet they refer predominantly to people of Caribbean, Asian or African origin, who themselves represent a great diversity of backgrounds.

Background to Immigration

Because of its long tradition of accommodating immigrants and refugees and because it is part of a multiracial Commonwealth, Britain now contains a diversity of peoples. In its capital, London, students and businessmen from overseas add to the numbers of nationalities resident there and the city is among the most multiracial in the world. It has been estimated that the mother tongues of the children in London schools number more than 120. For many centuries a variety of people have been absorbed into British society, having come to Britain to seek a better way of life or to escape political or religious persecution. Huguenots (French Protestants) settled in the seventeenth century as did Jews from the continent of Europe in the nineteenth. The Irish have long formed a substantial part of the population; refugees from Nazi Germany arrived in the 1930s, before the second world war, and after the war large numbers of refugees and displaced persons, Poles in particular, entered Britain.

The presence of some black people has been recorded in the sixteenth century and later others came to Britain, including former slaves from the West Indies. Black seamen have traditionally settled in ports such as Liverpool and Cardiff. Substantial immigration from the West Indies, India, Pakistan and what is now Bangladesh[1] began in the 1950s at a time when the other countries of Western Europe were also receiving large numbers of immigrants from less industrialised parts of the world. In addition, in 1972, Britain admitted some 28,000 Asians expelled from Uganda and more recently some 15,000 refugees from Vietnam. Other nationalities of which there are considerable communities are Italians, who are found in many British towns; Greek and Turkish Cypriots, of whom the largest community is in North London; Chinese, mainly from Hong Kong and Southern China, who have run restaurants in Britain for many years and now live in country towns as well as the major cities; and Americans and Australians, particularly the young, who find the British way of life agreeable and are found in many occupations.

West Indians came to Britain from all of the widely scattered islands in the Caribbean as well as the mainland territories of Guyana and Belize, nearly 60 per cent coming from Jamaica. Although they share a colonial heritage the peoples of each country regard themselves as distinctive from the others. English is their mother tongue, although a variety of dialects are spoken, and they mainly adhere to Christian denominations. In the 1950s and 1960s job opportunities were better in Britain than in their own countries and some of those who came had served in the Royal Air Force during the second world war or had worked as skilled craftsmen in factories on Merseyside. Others were recruited by London Transport for work on the buses and underground railway.

Immigration from India and Pakistan (including Bangladesh) began a little later than that from the Caribbean and reached its peak in 1961 and 1962; it, also, was prompted by a desire for better opportunities in employment and education. Among Asians there is a great diversity of religions, language and culture and the family remains a strong institution. Of Indians, Sikhs are the most numerous, many having come from the Punjab and speaking Punjabi. Most of the other Indian immigrants came from Gujarat and speak Gujarati. A minority are Christians. Many of those of

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[1] *Pakistan formerly consisted of two separate parts–East and West Pakistan. In 1971 East Pakistan became the new state of Bangladesh and in January 1972 Pakistan (formerly West Pakistan) withdrew from the Commonwealth. In April 1972 Bangladesh became a member of the Commonwealth.*

Asian origin from East Africa are also Gujarati, mainly descended from Indians who migrated to East Africa as businessmen or to work in railway construction. Those who came to Britain from Pakistan speak Urdu and other languages while those from Bangladesh speak Bengali but all are Muslims.

Commonwealth citizens had always been free to enter Britain as they wished and until 1962 Britain was freely admitting people from other parts of the Commonwealth. In that year, however, it became necessary to restrict the numbers of immigrants to a level the country could absorb, both economically and socially, and the first legislation to control Commonwealth immigration was passed. Further restrictions were introduced in 1968, and entry is now controlled by the Immigration Act 1971 which is administered under rules which were revised to take effect from March 1980. New immigration now consists almost entirely of dependants of people already settled in Britain, of United Kingdom passport holders (mainly from East Africa and India) who have no other citizenship and to whom Britain has a special commitment, and of people accepted for settlement by reason of marriage.[1]

Dependants of West Indians have now almost all joined their families—in 1981 only about 400 were accepted for settlement on arrival—and in recent years a number of West Indians have returned to the Caribbean. Dependants of immigrants from the South Asian sub-continent continue to arrive, however, as do United Kingdom passport holders, chiefly from East Africa. Of 15,000 Commonwealth citizens accepted for settlement on arrival in 1981, 5,600 were from Bangladesh, 1,900 from India and 2,700 were United Kingdom passport holders. In addition, 6,500 were accepted for settlement from Pakistan. A further 7,100 from Bangladesh, India and Pakistan were accepted for settlement upon the removal of a time limit attached to their stay, mainly following marriage to someone already settled in the United Kingdom.

Numbers

The population of New Commonwealth and Pakistani ethnic origin, including those partly of such ancestry, was estimated at 2·2 million in mid-1981, or 4·1 per cent of the population of Great Britain. (This compares with 1·4 million in mid-1971, making up 2·7 per cent of the total population.) It is becoming less correct to call those of New Commonwealth and Pakistani origin 'immigrants' because, by 1981, over 40 per cent were born in Britain and it can be assumed that by the end of the decade this proportion will probably have increased to more than half.

The term 'New Commonwealth and Pakistani ethnic origin' is that used by the Office of Population Censuses and Surveys, which compiles population estimates from census[2] data. It refers to people born in all countries of the Commonwealth except Australia, Canada and New Zealand, who are not of United Kingdom descent, together with children born in Britain to parents of New Commonwealth

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[1] *The British Nationality Act 1981, which is to take effect from January 1983, replaces citizenship of the United Kingdom and Colonies by three new citizenships: British citizenship; British Dependent Territories citizenship; and British Overseas citizenship. All citizens of the United Kingdom and Colonies with a right of abode in the United Kingdom when the Act comes into force will automatically acquire British citizenship.*

[2] *The 1971 census contained a question about birthplace and parents' place of birth and later annual population estimates have been based on the resulting data, updated by taking account of subsequent births, deaths and net migration. Because of opposition to the proposal to include a question on ethnic origin or parents' place of birth in the 1981 census the Government decided not to do so since the inclusion of such a question was unlikely to have produced reliable results.*

ethnic origin, including those with only one such parent. People of West Indian, African and Asian origin account for over 80 per cent of the total; the rest include people of Mediterranean Commonwealth origin—from Cyprus, Gibraltar and Malta —as well as people from Hong Kong and South-East Asia who are included under 'Remainder' in the table below. The table gives a breakdown of the population of New Commonwealth and Pakistani ethnic origin by ethnic group and shows the annual percentage rate of increase over the two five-year periods since 1971.

In 1980 the three largest ethnic groups were people of Indian origin who numbered some 652,000 (that is 460,000 from India together with 192,000 African Asians, most of whom originated from India), followed by some 644,000 from the Caribbean and 355,000 from Pakistan and Bangladesh.

Population of New Commonwealth and Pakistani Ethnic Origin* by Ethnic Group, mid-1971, mid-1976 and mid-1980

thousands

Ethnic group	Mid-1971	Mid-1976	Mid-1980	Average annual per cent increase	
				1971–76	1976–80
Total	1,371	1,771	2,104	5·3	4·4
India	307	390	460	4·9	4·2
Pakistan and Bangladesh	171	246	355	7·5	9·6
African†	69	97	123	7·0	6·1
African Asian‡	68	160	192	18·7	4·7
Caribbean	553	604	644	1·8	1·6
Mediterranean	140	159	171	2·6	1·8
Remainder	63	115	159	12·8	8·4

Source: Office of Population Censuses and Surveys.

* Including persons of mixed origin.

† Excluding persons of Asian descent.

‡ People of Asian ethnic origin who were living in Africa before they settled in Great Britain.

It can be seen that the rate of increase of the population of New Commonwealth and Pakistani ethnic origin as a whole is declining since it was lower in the second half of the 1970s (an average of 4·4 per cent a year) than in the first half (when it averaged 5·3 per cent a year). Because of its relatively young age structure, births to the ethnic minority population accounted for over 8 per cent of the total births occurring in Great Britain in 1979–80 but less than 3 per cent of the deaths.

There are signs, however, that the sex and age distributions of the indigenous and minority populations are becoming more alike than previously. In the early years of immigration when many men came from the West Indies and Asia without families there was a clear imbalance of the sexes. By 1976 the West Indian sex ratio had become evenly balanced although Asian men still outnumbered women. Although there are still relatively more young and fewer old people among the ethnic minorities than the indigenous population, with the ending of large-scale immigration and a decline in the fertility rate of ethnic minority women, the age profile of the minorities is moving towards that of the indigenous population. The West Indian fertility rate

now appears to be very similar to that of the population at large while the Asian rate is moving slowly towards the general rate.

Geographical Distribution

Although West Indians and Asians make up about 3 per cent of the total population they are by no means evenly dispersed throughout the country but are concentrated chiefly in urban areas where employment opportunities were greatest when they arrived. At the time of the 1981 census about 55 per cent of West Indians and Asians in England and Wales lived in either Greater London or the metropolitan counties, compared with just over a third of the population at large, though the areas of concentration of West Indians and Asians do not always coincide. The main places of settlement have tended to be the inner cities where the social and physical environment is poor.

Some 35 per cent of West Indians and Asians taken together are in the South East, 16 per cent in the West Midlands, and the remainder are mostly in the other metropolitan areas including Greater Manchester, Merseyside, and South and West Yorkshire. Large communities are found in such towns as London, Slough, Wolverhampton, Birmingham, Leicester, Blackburn, Leeds and Bradford. In 1981 about 12 per cent of the population of Greater London was estimated to be of West Indian, African or Asian ethnic origin. In a number of London boroughs people of these groups are estimated to account for about a quarter or more of the population (Brent, Hackney, Haringey, Lambeth, Ealing and Newham) while in certain areas within these boroughs the percentage is higher still.

Evidence from local studies suggests that some changes in geographical distribution are taking place; West Indians are tending to become less concentrated in certain parts of urban areas with small numbers moving out into the suburbs, while Asians are becoming more concentrated in the areas of initial settlement, largely as a result of acquiring houses in areas occupied by other Asians.

Ethnic Minorities in Society

Members of the ethnic minorities as a whole, in particular West Indians and Asians, experience a number of social disadvantages to a greater extent than other groups. They live predominantly in areas which suffer from the problems of urban decay; their children are more likely to need special help in education; and in times of recession unemployment is higher among the minorities than among the population at large. These difficulties have been compounded by unfamiliarity with British society and, especially among Asian groups, by differences in language and culture. Added to social disadvantages there are also the effects of racial discrimination in certain areas of life.

A major concern of successive Governments in the field of race relations has been to promote equality of opportunity for all groups and to remove discrimination. The main social programmes are bringing about improvements in many of the inner city areas and special measures have been taken to help with difficulties arising, for example, out of language and cultural differences. Legislation against discrimination was first introduced in 1965 and its scope widened by the Race Relations Act 1968 (subsequently replaced by the Race Relations Act 1976) to make discrimination in employment, housing and education, and in the provision of goods and services unlawful. Its effectiveness has been the subject of much research and examination and, although discrimination has undoubtedly diminished in certain areas—for example, in advertising, housing and in the provision of services—it still occurs, particularly in employment.

In discussions about racial discrimination and social disadvantage the impression should not be given, however, that relations between the ethnic minorities and the rest of the community are bad; for on the whole the reverse is true. Tolerance is still a characteristic of British society—and minorities of all kinds are accepted by the population at large. In his report on the Brixton disorders (see Reading List), Lord Scarman pointed out that relations between the black and white communities in Brixton were amicable and that many people had told him that they liked living there. The usual good humour of the annual carnivals in Notting Hill in London and in other British cities is a visible demonstration of good race relations and, less conspicuously, people of all races and nationalities are working together, learning together and befriending each other throughout the country. The publicity generated by the activities of extremist groups and individuals—for example, reports of attacks on members of ethnic minorities—may give a false impression at home and abroad of their extent. At the same time the reporting of such events is an indication of the concern of society, and in 1981 the Home Secretary responded promptly to representations from members of Asian groups and set up an inquiry into the incidence of such attacks. In a report published in November 1981 he set out lines of action which will enable the problem to be dealt with more effectively.

There is also a tendency in talking in general terms of the 'ethnic minorities' to overlook the considerable diversities in culture and background within each group. Although social and material disadvantage is widespread it is by no means universal and increasingly West Indians and Asians are participating in public, professional, commercial and artistic life. Although the House of Commons has no black members at present black candidates from the main political parties have contested recent general elections. Two black life peers sit in the House of Lords, Lord Pitt and Lord Chitnis; Lord Pitt, who was born in Grenada, was, as Dr David Pitt, Chairman of the Greater London Council in 1974–75 and Lord Chitnis is director of the Joseph Rowntree Social Service Trust. The number of black councillors in local government

is increasing and is now estimated at about 100. The London borough of Hounslow had London's first Asian mayor in 1979–80; the London boroughs of Brent and Hackney have also had Asian mayors as have other towns outside London. Mr Paul Boateng, a solicitor of part West African descent, is a member of the Greater London Council and chairman of its police committee and Mr Herman Ouseley who was born in Guyana is race relations adviser to the council. In Scotland Mr Bashir Maan is a magistrate and Glasgow city councillor. (There is a Standing Conference of Afro-Caribbean and Asian Councillors which puts proposals to the Home Secretary on matters of concern to the ethnic minority communities.)

Mr Mota Singh QC, is the first Sikh judge to be appointed in Britain and Canon Wilfred Wood, who was born in Barbados, is well known as a churchman and magistrate. Several members of the ethnic minorities have been appointed post-masters and increasing numbers have joined the armed forces.

Both locally and nationally the black community is participating increasingly in trade union activities, both at shop floor level as shop stewards and as senior officials. Mr William Morris is a national officer of the Transport and General Workers Union, Mr Hugh Hay is a prominent trade unionist in Coventry and Mr Trevor Phillips was President of the National Union of Students.

In medicine members of the ethnic minorities are well represented: nearly a third of hospital doctors are black and approximately one in five of family doctors; in hospitals half the posts at senior house and registrar level are filled by overseas-born medical graduates. In teaching, three large London comprehensive schools have black head teachers and there is a growing number in primary schools. A Pakistani scientist working in London, Dr Abdus Salam, shared the Nobel Prize for physics in 1979. Miss Jocelyn Barrow, who was born in Trinidad, is a distinguished educationist and magistrate and member of the Board of Governors of the British Broadcasting Corporation while Mrs Yvonne Connolly, who is a teacher, is a member of the Independent Broadcasting Authority.

The first black newsreader, Trinidad-born Trevor McDonald, was appointed in 1973 on Independent Television to be followed by an Indian reporter and newsreader, Pratap Mirchandani, on the BBC. In 1981, Moira Stuart, London-born of Bermudan parents, became a BBC news presenter. In local radio black broadcasters are well represented. In journalism some newspapers in areas with large ethnic minority populations have appointed black reporters and sub-editors, including the press in South London; one local paper in West London has an Asian editor. There is a growing demand for black fashion models and several black actors—like Ellen Thomas and Oscar James, comedians—like Lenny Henry, and playrights—for example Farrukh Dhondy and Mustapha Matura, have achieved distinction. An Indian writer, Salman Rushdie, was the winner of the 1981 Booker Prize for literature and James Berry, Jamaican-born, won the 1981 National Poetry Competition. The Trinidadian, V. S. Naipaul, and the Nigerian, Buchi Emecheta, are among several other writers whose work has received acclaim in Britain. The poet, Linton Kwesi Johnson, whose poems are often performed to reggae music, enjoys a wide following.

The ethnic minorities have displayed enterprise in a variety of commercial undertakings, especially shops, restaurants and small businesses of many kinds. The willingness of Asian shopkeepers to remain open for long hours benefits both the minority and indigenous communities and Indian restaurants are increasingly numerous. Textiles and clothing are among the most successful small businesses and other enterprises range from cosmetics to plastics and electronic equipment. Mr Swaraj Paul has opened a steel factory in Wales and Mr Pranlal Sheth is a director of the Abbey Life Assurance Group.

8 In sport members of the ethnic minorities have achieved considerable success:

there are now 100 black players among 2,500 registered professional footballers, and in Rugby League there are some 36 black players in 33 first-class clubs. Cyrille Regis and Viv Anderson have both played football for England as has Laurie Cunningham who now plays with Real Madrid; Roland Butcher is a test cricketer; Maurice Hope from Antigua and Barbuda is a former world light middle-weight boxing champion and Desmond Douglas is Britain's top table-tennis player. In athletics Daley Thompson won the gold medal for the decathlon in the 1980 Olympics and the members of the British Olympics team included the javelin thrower Tessa Sanderson and the sprinter Sonia Lannaman. Steve Charlery, a young player from Brixton, is establishing a high reputation in tennis.

The Alleviation of Social Disadvantage

Continuous efforts have been made by successive governments and by local authorities to tackle the problems of racial disadvantage. The Home Secretary is the minister with general responsibility for race relations matters and thus for setting the direction in this field, but the principal means of combating racial disadvantage is through the main programmes of expenditure for which other government departments (in particular the Departments of Education and Science, Health and Social Security, the Environment and Employment) are responsible. In the Department of the Environment there is a minister with special responsibility for race relations matters as they affect that Department's area of work.

In 1981 there were published a report by the Home Affairs Committee of the House of Commons on racial disadvantage and Lord Scarman's report on the Brixton disorders which discussed racial disadvantage in the context of the disturbances. In January 1982 the Government published a White Paper on racial disadvantage announcing that it accepted some of the recommendations in the two reports and that it was considering others (see Reading List).

Grants to Local Authorities

Special programmes have been financed since 1967 by grants to local authorities under Section 11 of the Local Government Act 1966 which was originally intended to help make special provision for newly arrived Commonwealth immigrants. Grants at a rate of 75 per cent of eligible expenditure are paid towards the cost of employing local authority staff and in 1980 89 local authorities were claiming such assistance. The total expenditure on which grants were paid amounted to over £55 million in 1980–81; the total since 1967 is almost £275 million. More than 80 per cent of expenditure is for education, chiefly to provide specialist teachers in language and remedial skills for primary and secondary school children. Some funds have been spent on adult language teaching. Other staff have included social and child care workers, interpreters and liaison officers and, more recently, grants have been approved for staff for a wider range of functions, including library staff, housing advisers, youth officers, careers counsellors and race relations advisers.

Inner Cities Policy and the Urban Programme

Successive governments have developed policies for the inner cities designed to direct special attention and additional resources towards the inner city areas where the problems of economic decline, physical decay and adverse social factors reinforce one another. Where members of the ethnic minorities in these areas suffer the kind of disadvantage experienced by all those who live there they benefit directly from measures taken to improve the local economy, housing, education and the environment in general.

The forerunner of the present Urban Programme was launched in 1968; under the Local Government Grants (Social Need) Act 1969 grants were paid to local authorities in support of their own projects and those of voluntary bodies to meet special needs in urban areas. The programme was initially administered by the Home Office but responsibility was transferred to the Department of the Environment in 1977. A Government White Paper *Policy for the Inner Cities* published that year (see Reading List) set out the redirection of main policies and programmes in favour of inner city areas and the Urban Programme was very substantially expanded to include economic and environmental as well as social projects. It also introduced the establishment of special arrangements known as 'partnerships' between central and local government in inner city areas with the most serious problems. The Inner Urban Areas Act 1978 provided powers for designated local authorities to declare improvement areas and to make a range of loans and grants towards the conversion and improvement of industrial and commercial buildings.

Four categories of local authorities receive assistance under the Urban Programme. First, there are the seven partnerships,[1] which receive the bulk of funds, and which have been invited to draw up programmes for the regeneration of their inner areas. The programmes are discussed and approved by a committee on which ministers sit with local authority leaders and representatives of the police and health authorities. Secondly, there are the 15 programme authorities which also draw up and submit programmes, but without the full machinery for partnership meetings. Thirdly, there are the other authorities (14 in England) designated under the Inner Urban Areas Act and eligible for grants for industrial and commercial projects. Fourthly, there are more than 160 other local authorities which benefit for grant aid towards particular projects in areas of urban deprivation under the 'traditional urban programme'. Ministerial guidelines were issued to partnership and programme authorities in July 1981 stating that the main thrust of inner area programmes must be towards projects for economic regeneration and due priority should be given to projects for the benefit of disadvantaged ethnic minorities.

The Urban Programme provides grant at a rate of 75 per cent of approved expenditure and in recent years funds have been made available on a very considerable scale. In 1982–83 allocations in England amount to £270 million, an increase of £60 million over the previous year. Local authorities submitting applications under the traditional urban programme (£47 million is being allocated in 1982–83) are specifically invited to take account of the needs of ethnic minorities and to consult as appropriate the local community relations councils (see p 12). More than half of the ethnic minority population live in areas benefiting from the main urban programme—over one-third in England live in the partnership and programme authority areas, compared with about one-fifth of the total population. About 350 projects costing over £8 million a year are designed specifically to meet their needs; many of these are run by ethnic minority community groups. A wide variety of schemes provide help: for example, the provision of community centres and special language tuition for those who have difficulty with the English language and of interpreters in hospitals and housing aid centres. Many schemes aim at dealing with educational disadvantage, others, for example, training workshops, to better equip young people for employment. Other projects are intended to improve relations between the police and the ethnic minority communities, while some are designed to foster self-help among the minorities.

[1] *The partnerships comprise the following authorities and pairs of authorities: the London boroughs of Hackney, Islington and Lambeth; Birmingham; Liverpool; Manchester/Salford; Newcastle upon Tyne/Gateshead.*

Race Relations Legislation

Racial discrimination is seen as one of the factors contributing to racial disadvantage and the Race Relations Act 1976, which applies to England, Scotland and Wales, makes racial discrimination unlawful in a wide range of circumstances.

Definition of Discrimination

Under the Race Relations Act 1976, which came into force in June 1977, two kinds of conduct are regarded as racially discriminatory: direct discrimination, which means treating a person less favourably on 'racial grounds', that is on grounds of colour, race, nationality or ethnic or national origins; and indirect discrimination, which constitutes practices which cannot be justified which are discriminatory in their effect on a particular racial group. It is unlawful to discriminate in employment, both in recruiting new employees and in the treatment of existing ones; in education; and in the provision of goods, facilities and services, such as housing, loans, mortgages and in places of recreation and entertainment. Also unlawful are 'discriminatory practices', in which indirect discrimination may occur although there is no identifiable victim; discriminatory advertisements; instructions or pressure to discriminate; and aiding discrimination. Segregation on racial grounds is regarded as racial discrimination. The Act makes it unlawful for clubs and associations of 25 or more members to discriminate in the selection of new members and places a duty on local authorities to carry out their functions in such a way that discrimination is eliminated and equality of opportunity and good race relations promoted.

There are a number of general exceptions to the Act, for example, in order to comply with charitable instruments, for employment in a private household or in order to meet the needs of a particular racial group in education or training.

The Act does not permit 'reverse discrimination', that is, discrimination in favour of a person of a particular racial group, for example, in recruitment or promotion on the grounds that members of that group have in the past suffered from adverse discrimination. It does, however, allow certain forms of positive action to be taken by specified training bodies which may provide training to members of a racial group in work in which that group has been under-represented in the previous year.

Enforcement

People who consider they have been discriminated against have the right to institute proceedings in a designated county court, or in Scotland in a sheriff court, or in the case of discrimination in employment, training or related matters, in an industrial tribunal. If proceedings are taken, the remedies available from the courts are payment of damages, including damages for injured feelings, a declaration of rights or an injunction (an order in Scotland) to perform or not to commit specified acts. In the employment field a complaint is first referred to the independent Advisory, Conciliation and Arbitration Service which may try to help the parties to reach a settlement without the need for a tribunal hearing. If the case is taken to an industrial tribunal, the tribunal is able to declare the rights of the parties, to recommend a particular course of action, or to award compensation, which can also cover injured feelings. It is unlawful to victimise people asserting their rights under the Act.

Commission for Racial Equality

The Act set up the Commission for Racial Equality with responsibilities for working towards the elimination of discrimination and promoting equality of opportunity and

good relations between people of different racial groups. The Commission has specific functions in enforcing the provisions of the legislation. It has the power to assist individuals to bring complaints of discrimination before the courts or industrial tribunals; its assistance may include giving advice, seeking a settlement or arranging for legal advice, assistance or representation. It has sole responsibility for bringing proceedings in connection with discriminatory practices, advertisements and pressure to discriminate and it has powers to deal with persistent discrimination.

The Commission also has power to conduct 'formal investigations' for any purpose connected with its duties. If in the course of an investigation it is satisfied that the Act has been contravened, it can issue a non-discrimination notice on the persons concerned, which is enforceable in the courts by way of an injunction or order requiring that such practices cease. It has drawn up and published a draft code of practice for the elimination of racial discrimination and the promotion of equality of opportunity in employment. The Commission may also undertake or assist research work connected with its duties and publish reports on related matters. A wide range of information material, some of it in the languages spoken by the minorities, is also produced. The Commission makes an annual report to the Home Secretary which is laid before Parliament; it is financed by a grant from the Home Office which, in 1981–82, amounted to £7,856,000.

Another of the functions of the Commission is to make grants to organisations concerned with the promotion of equality of opportunity and good race relations. In so doing the Commission supports the work of the local community relations councils (see below), ethnic minority self-help groups and other projects. The 'Self-Help Scheme' was inaugurated in 1974 after studies had indicated that unemployment and homelessness among disaffected young West Indians was potentially one of the most serious problems in race relations. It was decided to try to help these young people by projects run under West Indian leadership supported by a new fund administered by the Community Relations Commission (the forerunner of the Commission for Racial Equality). So far some 40 projects (including two Asian projects) have been assisted under the scheme and the budget in 1981–82 was £765,000. Other self-help projects have been funded from the Urban Programme and other sources.

Community Relations Councils

At local level the Commission also supports and finances a network of community relations councils which are voluntary bodies whose main objectives are to promote equality of opportunity and to secure the adjustment of local services to meet the needs of the ethnic minorities. Community relations councils, the earliest of which were set up in the early 1960s, are usually composed of representatives of statutory and voluntary organisations, including the churches, trade unions and ethnic minority organisations. Most receive additional financial assistance from their local authority. There are at present 106 councils employing over 500 staff, many of whom are from the ethnic minority communities. In 1981–82 £1·9 million was allocated by the Commission for grants to local community relations councils to cover the salaries of full-time staff. The councils undertake a variety of activities, including converting houses into flats and opening hostels for homeless young people; running multiracial playgroups and youth clubs; summer holiday projects for children; social activities; and producing guidance leaflets in minority languages. Particular emphasis has been placed on training and educational schemes for young West Indians and to health projects and other types of advisory work, for example, in housing, education and other welfare services.

12

Incitement to Racial Hatred

The Race Relations Act 1976 strengthened the criminal law on incitement to racial hatred by inserting a new clause into the Public Order Act 1936 which makes it a criminal offence to publish or distribute written matter, or use in any public place or at any public meeting language which is threatening, abusive or insulting in circumstances in which it is likely that racial hatred will be stirred up. Exceptions are made for fair and accurate reports of judicial and parliamentary proceedings and it is a defence for a publisher or a distributor of such material that he was not aware of its content. The offence is punishable by fine and/or imprisonment in England and Wales, a prosecution may be brought only by, or with the consent of, the Attorney-General. A number of successful prosecutions have been made against members of extremist organisations under this provision which is now being reviewed as part of the Government's examination of public order legislation.

Advice and Research

An Advisory Council on Race Relations was established in 1977 'to advise the Home Secretary on all aspects of the development and implementation of race relations policies' and it provides a forum for ministers to discuss with members of ethnic minority communities and representatives of interested organisations matters of current concern. Within the Home Office is a Race Relations Adviser who provides specialist advice on race and community matters, including advice on the implications of race relations for such Home Office services as the police, probation and after-care, and prison services.

The recognition of the need for factual information about matters concerning race relations on which to base policy decisions is reflected in the volume of research undertaken by government departments, official bodies, including local authorities and community relations councils, academic institutions and other independent organisations. The Home Office has a Research and Planning Unit which undertakes studies to assist the department in its administrative functions; there is a similar unit in the Department of Employment, and the Department of Education and Science has a section called the Educational Disadvantage Unit (see p 19). Besides undertaking research themselves, the departments commission other bodies to carry out research studies on their behalf. Research is also supported by the Social Science Research Council, mainly through specific grants and through its Research Unit on Ethnic Relations at Bristol University. The Commission for Racial Equality (and its predecessor the Community Relations Commission) have published the results of many studies, many of them in its quarterly publication *New Community*. Major inquiries have also been carried out by the Home Affairs Committee of the House of Commons and the Select Committee on Race Relations and Immigration which it succeeded. These have included, most recently, the report on racial disadvantage (see Reading List), and inquiries into aspects of education, housing and employment.

Independent institutions which have published research studies on questions related to the position of ethnic minorities include the Policy Studies Institute (previously Political and Economic Planning—PEP), the Runnymede Trust, the National Foundation for Educational Research, the Schools Council, the Minority Rights Group and the Industrial Society. The churches have also contributed; the British Council of Churches and the Society of Friends, for example, have race relations units which, like the Catholic Commission for Racial Justice, have published reports on aspects of race relations.

A Home Office Research Unit study, *Ethnic Minorities in Britain*, published in

1981 (see Reading List), draws on a number of national surveys and research findings over the last 20 years to examine what changes have taken place in the position of the ethnic minorities, particularly in the fields of housing and employment. It concludes that, for the black community as a whole, housing has slowly improved but while there has been some improvement in socio-economic status, their position in the labour market has not improved relative to that of the white population.

Employment

The Department of Employment and the Manpower Services Commission, with the support of many large employers and the trade unions, have formulated policies to enable the ethnic minorities to compete for work on more equal terms. Action to alleviate disadvantage and discrimination in employment matters falls within the responsibility of the Department, whose role is to increase industry's awareness and understanding of the race relations legislation, to encourage employers to give equality of opportunity to the ethnic minorities, both in respect of access to work and to progress within employment, and to put members of the ethnic minorities in a better position to compete for work and advancement.

About a million workers in Great Britain (including the unemployed) are from the ethnic minorities out of a total labour force of some 25 million. Nearly three-quarters of the minority population (compared with two-fifths of the population as a whole) live in the South East and West Midlands which include London, Birmingham and Wolverhampton. The proportion of adult men working or seeking work is much the same as for all adult men. Among women, however, in the 25 to 59 age group, over 80 per cent of West Indians are in the labour force compared with about 60 per cent of all women but the proportion is only about 40 per cent for women of Indian or Pakistani origin. This appears to be related to religious or cultural differences and to language difficulties. Among young people aged between 16 and 19 those from India and Pakistan are more likely to stay on in education than those of West Indian origin, but for both groups the proportion of students is greater than for white young people.

Compared with the indigenous population the ethnic minorities are more likely to be employed in manufacturing—in which employment is contracting—and to have semi-skilled or unskilled jobs. A little over a quarter are in clerical or professional jobs compared with nearly a half of all workers. There are differences between the groups: people of Indian or Pakistani origin are well represented in professional jobs in London, and slightly less so elsewhere, while West Indians in such jobs are few. The leading occupational categories for minority men are labouring, engineering work, the professions, service work, and transport and communications (the number of West Indians being particularly high in the last category). For women the main categories are clerical work, the professions, service jobs, clothing work and engineering; the professions include the large number of West Indian women in nursing. The ethnic minorities tend to have lower job levels than white people, even when they have equivalent qualifications, and at the lowest job level do more shift work to achieve comparable earnings.

Rising unemployment has always hit minorities disproportionately hard. This could arise from a number of reasons. Ethnic minorities are concentrated in areas where job opportunities were greatest at the time of immigration, largely areas of manufacturing. With the contraction of manufacturing industry in recent years unemployment has increased very considerably in those areas, with consequent adverse effects on the minorities. Additionally, many lack appropriate skills and qualifications —and in the case of Asians may have poor English—and they may also suffer from racial discrimination.

Studies have shown that overt discrimination is rare but there is evidence that practices occur, the effect of which is discriminatory. In its efforts to promote equality of opportunity the Commission for Racial Equality has given priority to work in the employment field; it has issued broad guidelines to employers on promoting equal opportunity in employment and has drawn up a draft code of practice.

The Confederation of British Industry and the Trades Union Congress have made clear statements of support for equal opportunity policies, many firms and businesses pursue such policies and it is estimated that some 250 have declared themselves 'equal opportunity employers'. These include the Civil Service, which has a long-established equal opportunities policy; the Greater London Council, Britain's largest local authority; and other such large employers as British Rail and the Post Office, the six London Clearing Banks, the big retail chains of Marks and Spencer and Littlewood's and such manufacturing companies as Mars and the Ford Motor Company.

The question of 'ethnic monitoring' to determine what percentage of a particular workforce belongs to the ethnic minorities and to what extent they are represented at various levels has been the subject of controversy for many years. The practice has been considered by some—including members of the ethnic minorities themselves—to be discriminatory, but others have pointed out the need for statistics in order to establish a picture of the position of minorities. In response to Lord Scarman's report (see pp 1 and 28), the Home Secretary said at the end of 1981 that much greater emphasis would have to be placed on monitoring in order to measure more accurately the extent of racial disadvantage and announced an experimental survey of a number of grades in the Civil Service; this is taking place during the summer of 1982 and will cover both people in posts and applicants for jobs.

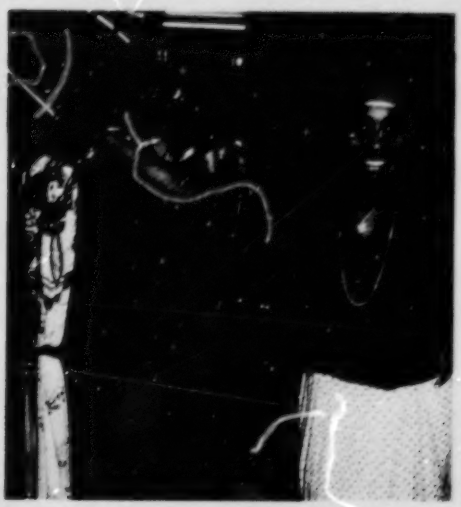
Action to Remove Disadvantage

Since 1968 the Department of Employment has provided a free Race Relations Employment Advisory Service to give help and guidance on issues arising in the management of a multiracial workforce and to encourage the development of equal opportunities. Advisers are based in areas with high ethnic minority populations and their aim is to assist understanding within industry of the employment provisions of the law and of the ways in which practical difficulties can be resolved. Information is provided on the cultural and religious backgrounds of minority groups; training sessions and seminars are organised for managers, supervisors and shop stewards (worker representatives on the factory floor); assistance is given in identifying and tackling the training needs of non-English-speaking workers; and guidance is provided on formulating and implementing equal opportunity policies.

The general approach in advising on practical problems is to encourage the development of mutually acceptable arrangements. Among the difficulties on which advice is given are those which may arise from the religious commitments of Asians, in particular the need for Muslims to observe practices connected with prayer times and festivals. Difficulties sometimes occur with Sikhs over the wearing of the turban, long hair and beards if safety regulations require special head-gear to be worn or hygiene requirements preclude uncovered beards. Workers with families in other countries may seek extended leave to visit them. In many cases of these kinds mutually satisfactory arrangements have been arrived at; for example, employers may agree in response to encouragement from advisers, to provide Muslims with special facilities for ritual washing or communal prayer or allow time to be taken off to attend the mosque.

In recognition of the fact that Asian workers, in particular, are likely to be at a disadvantage because of their inability to communicate with colleagues—a disadvantage that could also impede their prospects for promotion—a scheme was launched in 1974 to promote language training for ethnic minority workers at their place of work. Industrial language training units were set up by local education authorities in areas with large Asian populations and in 1975 the National Centre for

A street market in Brixton, South London. The presence of people of different races and nationalities has led to a greater variety of goods for sale; yams, sweet potatoes and plantains are among the foods now freely available.

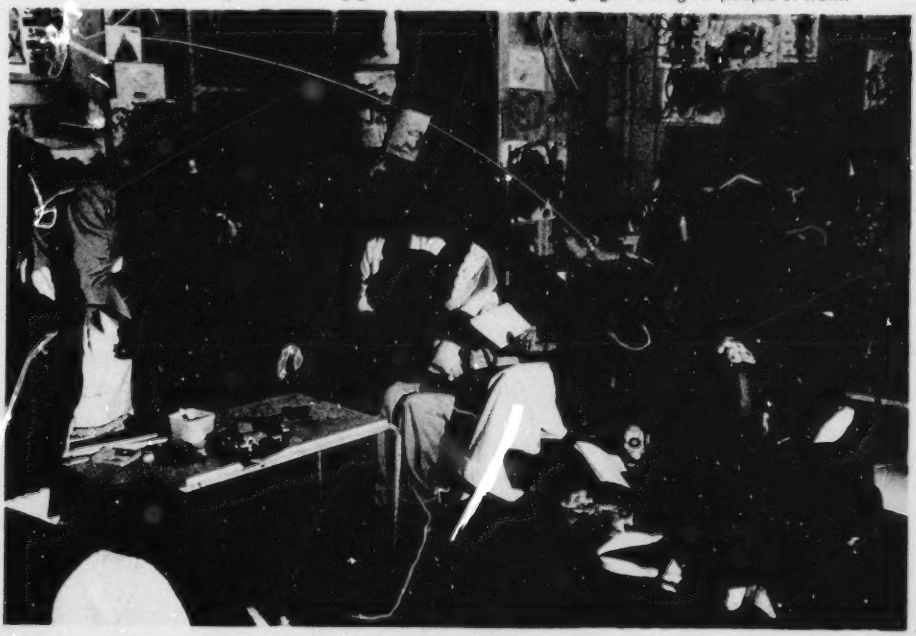


The joint founder and manager of a clothing shop in Brixton High Street.

Self-help of many kinds has been organised by members of the ethnic minorities. This boy is attending a Saturday school which supplements the provision made by the education authorities.

Right. A nursery school for under-fives.

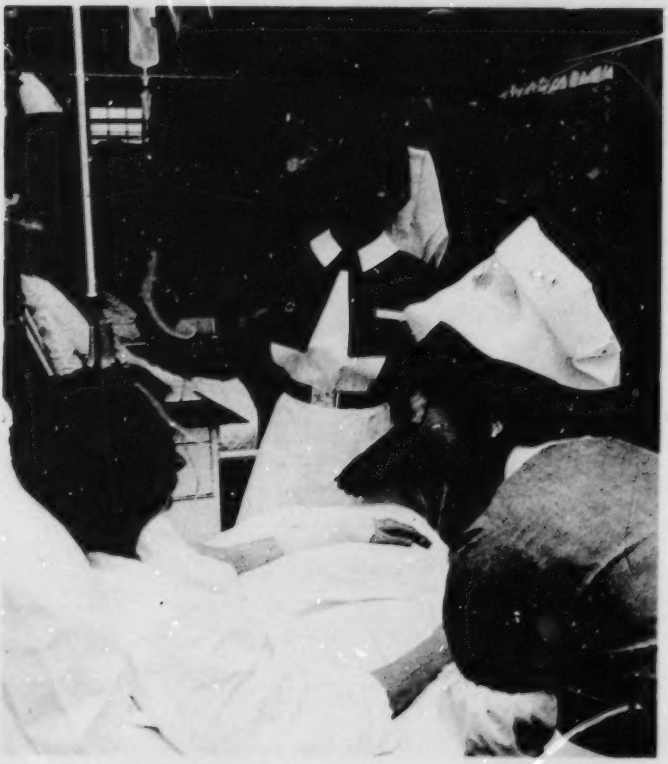
An English language group for Asian women who are taught by volunteer tutors. There are many schemes to help people to learn English, including government industrial language training for people at work.



At the Commonwealth Institute, which has displays about Commonwealth countries and stages cultural events by Commonwealth artists, young people are introduced to the life of other countries. This girl is being shown how to wear a sari.

A programme in Hindustani for Asian listeners being broadcast from BRMB, Birmingham's independent local radio station.

The Prince of Wales meets the Asian community in Cardiff during a visit to Wales.



A nursing sister in a naval hospital in Southern England. Black nurses and doctors make a major contribution to Britain's health services.

Industrial Language Training was established in the London Borough of Ealing by the Manpower Services Commission to service and support the local units (since 1978 also financed by the Commission) and to provide appropriate training for teachers. The Centre is located at the borough's Pathway Further Education Centre which was founded in 1960 to provide a variety of language training courses for people from overseas. Besides aiming to improve the language skills of workers from overseas, industrial language training is also intended to provide supervisors, trade unionists and others with skills and information to improve communication with people of different languages and cultures. Units have been set up in nearly 30 areas and a wide range of industries participate, as well as hospitals and transport undertakings.

Members of the ethnic minorities have access to the range of some 200 courses available under the Training Opportunities Scheme to give vocational training to men and women who are unemployed or who wish to train for a better job. The period from 1972 to 1981 saw a substantial increase in the proportion of people of New Commonwealth origin completing courses—from 3 per cent in 1972 to over 8 per cent in 1981—which is higher than their general representation in the working population. Special preparatory courses to give training in literacy, numeracy and in some cases English language are available for those who would not otherwise qualify for acceptance for a training course. The Manpower Services Commission is also developing a range of work-scheduled language training for the unemployed, some of which is linked with skill training. Co-operation with voluntary agencies to provide courses for young adults is encouraged, an example of which is Project Fullemploy which has been successful in running courses in office skills in London and Bristol. This type of training is financed partly through contributions from local commerce and industry and partly by the Manpower Services Commission.

Unemployed young people from the ethnic minorities are well represented in the Youth Opportunities Programme, which provides them with a period of work experience in a place of work and familiarises them with work and social skills. There have also been several important experimental schemes of benefit to the ethnic minorities, for example, Capital Radio's Capital Jobmate Scheme in London which invites young people to phone in for advice and support; half of the young people who have done so have been from the minorities. Other schemes have been developed under the inner-city programmes; in Liverpool, for example, the Inner City Partnership provides funds for a voluntary employment agency which specialises in helping young people from the minorities to find work.

A larger proportion of young black people than white use the Careers Service, which provides information and guidance for school leavers and in the years immediately after leaving school. At the same time there has been concern about the minority who do not use the Careers Service or the Employment Services, which seek to place people in work. In consequence a number of 'outreach' posts have been established to make contact with young people who do not register with these services, to encourage them to do so and to help with employment, training or further education.

The report of the House of Commons Home Affairs Committee on racial disadvantage drew attention to the smaller number of West Indians in private business compared with Asians—who appear to be in self-employment to the same extent as the population as a whole—and to the difficulties experienced by West Indians in raising capital. It made recommendations which would make it easier for West Indians to obtain loans and recommended the development of management courses which would help to foster minority enterprise. The Manpower Services Commission runs two schemes, the New Enterprise Programme and the Small Business

Course, which provide training for those wishing to set up their own businesses. Members of ethnic minorities participate in these courses as well as in the Enterprise Allowance Scheme, which provides allowances to unemployed individuals wishing to start up in business. The latter scheme has been set up in three pilot areas which have high proportions of ethnic minorities among the local population.

A special course to help black employers develop management skills has been arranged by the West Midlands Engineering Employers' Association. With government financial help the course is intended for people with some management experience who are at present unemployed.

Education

Most of the children from the ethnic minorities now starting school were born in Britain and they share many of the aspirations and interests of children in the population at large. Nevertheless, many of them still experience difficulties arising from cultural differences, including those of language, religion and customs. In addition, the settlement of minority communities in the older urban areas where social and economic deprivation are most severe has meant that many of them share with others the educational disadvantage associated with such areas.

Because of its belief that everyone should have the same opportunities to fulfil their educational potential, the Government aims to ensure that the education service does all that it can to meet the special needs of the minorities. Education is compulsory for children between the ages of 5 and 16 and most children attend schools within the state system which are free for all pupils, including those who stay on beyond the minimum leaving age. Before the start of compulsory schooling, almost 70 per cent of four-year-olds and nearly 30 per cent of three-year-olds are attending classes. For those who have left school a wide range of courses is available in colleges of further education, polytechnics and universities. The educational system is non-centralised, responsibility for educational provision resting primarily with local education authorities, while the Department of Education and Science is responsible for formulating broad educational policies and the allocation of resources. Over the last 20 years much has been done by both central and local government to meet the difficulties encountered by ethnic minority children and continuous efforts are being made to assess outstanding needs.

Within the Department of Education and Science a special unit, the Educational Disadvantage Unit, was set up in 1974 to serve as a focal point for the consideration of matters connected with educational disadvantage in general and the education of ethnic minority groups in particular. Routine inspection of schools and colleges is carried out by Her Majesty's Inspectors whose task is to assess trends and standards and report to the Secretary of State for Education and Science. The inspectors have specific responsibilities concerning ethnic minority pupils and students and there is a specialist inspector with national responsibility who leads a team of regionally based inspectors for multi-ethnic education. The inspectors direct the Department's annual programme of short courses for teachers which regularly includes courses on multi-ethnic education. They also participate in conferences arranged by local education authorities and other educational bodies.

The Schools

Many local authorities have made substantial additional provision aimed at reducing educational disadvantage which has been of benefit to the ethnic minorities. This has included improving the pupil : teacher ratios, providing extra teaching materials, and making greater use of supporting educational welfare services. Nursery education, which has been expanded to a greater extent in inner city areas, is particularly helpful in compensating social disadvantage, and ethnic minority children are among those given priority in admission to nursery schools and classes.

The most obvious of the particular educational needs of ethnic minority children has been English language teaching. Fewer children than formerly are recent arrivals in Britain and the major requirement at present is for English language tuition among second and third generations who, although born in Britain, come from homes—mainly Asian—where English is little spoken. For these children extensive provision

has been made for teaching English as a second language. Some British-born children of West Indian origin who speak in Caribbean dialects of English may also need special tuition. Various arrangements have been made, including full and part-time tuition by specialist teachers and the withdrawal from normal classes for special help in small groups. The need is recognised for particular attention to be paid to liaison between language specialists and ordinary class teachers.

The school curriculum has been the subject of discussion and reappraisal in recent years, and the nature of the curriculum in a multi-ethnic society has been examined. It has been emphasised that the content and values of the curriculum should respect the cultural background of all pupils and reflect the variety of cultures found in society. In 1981 a government paper, *The School Curriculum*, restated the need for the curriculum to reflect the multi-cultural nature of society and the diversity of personal values among pupils and their parents. Important work on the implications for the school curriculum in a multi-ethnic society has been done by the Schools Council for the Curriculum and Examinations and the National Foundation for Educational Research and, as a result, more appropriate teaching materials have been developed for use in schools.

The question of 'mother tongue teaching' has also been the subject of discussion, and arguments have been advanced for and against it. At present the main provision is undertaken outside school hours on a voluntary basis by mosques or community groups which give children the opportunity to deepen their knowledge of the language as well as the religion and culture of their parents, but increasing attention is being paid to the possibility that the use of mother tongues in ordinary schools may assist projects in English as well as general educational development. The Department of Education and Science has sponsored relevant research projects, as has the European Community, whose interest stems from a Community Directive on the education of migrant workers. The report of the Home Affairs Committee on racial disadvantage refers to mother tongue teaching and recommends that encouragement should be given to the incorporation of Asian languages into the modern languages curriculum in secondary schools with a view to offering them as examination subjects to a larger extent than at present.

There has been widespread concern about the low educational achievement of many children of West Indian origin and a great deal of study and research has failed to establish the reasons with any certainty. In 1979 a Committee of Inquiry was set up under the chairmanship of Mr Anthony Rampton to look into the education of children from the ethnic minorities. The committee, eight of whose 21 members were themselves from the ethnic minorities, made an interim report (*West Indian Children in our Schools*—see Reading List) in 1981, and is now working under the chairmanship of Lord Swann towards a report on the educational needs and attainments of children from all the ethnic minority groups. The committee concluded in its interim report that there was no single cause for the under-achievement of West Indian pupils but that widely differing attitudes and expectations on the part of teachers, aspects of the education system and home-school relationships might all contribute to the particular difficulties experienced by these children. One of the committee's recommendations was the collection of a range of relevant statistics which would identify the ethnic origin of pupils and could be used to prompt remedial action if certain groups were thought not to be achieving their full potential.

Liaison between the school and the home is clearly of importance and many authorities with significant minority populations have made particular efforts to forge such links, often by appointing home-school liaison officers and encouraging parental involvement in other ways. It is also considered important that the govern-

ing body of a school should reflect the community it serves and in some areas parent governors from the ethnic minorities have been appointed.

Supplementary education, in particular that provided by Saturday schools run by black teachers, is a form of self-help that has been established in many areas.

Teachers

Teacher training institutions have been encouraged since the early days of West Indian and Asian immigration to ensure that students are adequately prepared for teaching in a multi-ethnic society. It appears that about half of all initial training courses now offer relevant studies in this field, including training for teaching English as a second language. The need to encourage members of the ethnic minorities to enter the teaching profession is also recognised, partly because they can be expected to understand the particular difficulties of minority pupils and also because they can provide such children with an example of an adult from a similar background who has achieved a respected position in society.

In 1978 several local education authorities were invited by the Department of Education and Science to establish special preparatory courses aimed particularly at students from ethnic minorities to enable them to reach the standard necessary for entry to training courses for teaching, social work and general higher education. Courses have been started at Manchester, Leicester, Bradford, Birmingham and in the Inner London Education Authority area (including courses in Brixton). In 1981, of an initial intake of 116 West Indian students, 76 per cent were admitted to higher education.

In-service training for teaching in a culturally diverse society is provided in a variety of ways, from long courses in universities, polytechnics and colleges to short local courses at workshops and school-based activities, and including the courses arranged by Her Majesty's Inspectors referred to on p 19.

The Bachelor of Education degree course and higher degree courses include options on multi-ethnic education. In addition, courses and conferences for teachers are organised by such bodies as the Runnymede Trust and the National Association for Multi-racial Education, a professional organisation of teachers which has branches in many areas. The aims of the Association are to encourage and co-ordinate the efforts of individual members working in multiracial schools.

The exchange of teachers in Britain with teachers from Caribbean countries has been organised for many years by the League for the Exchange of Commonwealth Teachers. Since 1978 an experimental scheme providing for an annual exchange of 30 teachers in each direction has been run between the islands of Barbados, Jamaica and Trinidad and the education authorities of Brent, Inner London and Birmingham where a high proportion of the pupils are of West Indian origin. The scheme is to be reviewed after the summer of 1982.

Pre-school Education and Play

The provision of nursery education for children aged three and four has been recognised as a particularly valuable means of reducing social disadvantage, and language difficulties may be alleviated in this pre-school period. West Indian children, in particular, benefit from such schooling because of the large proportion of West Indian women at work (see p 15). The expansion of nursery education was started under the Urban Programme in 1968 and continued under an expansion programme initiated by the Department of Education and Science in 1974 so that the number of pupils (in England) under five years of age has increased from 261,000 in 1970 to 428,000 in 1981. Many more children attend voluntary playgroups. About two-thirds

of registered playgroups are affiliated to the Pre-School Playgroups Association which caters for some 500,000 children. The Save the Children Fund has for many years concentrated its playgroups and playgrounds in areas of greatest need. Pioneer work in setting up playgroups has been done by a variety of voluntary bodies, including those in which mothers from the ethnic minorities participate. Fair Play for Children is a co-ordinating body for organisations connected with play. It has produced an information pack, *All Children Play*, on play in a multiracial society which contains details of games and activities from overseas.

Further Education

Further education institutions which provide a wide range of post-school education, including vocational training, general education and leisure activities, play an important part in the educational provision for young people from the ethnic minorities. All abilities are catered for and the further education system provides 'second chance' opportunities for people of all ages. A major part of the provision is for vocational education, including courses leading to recognised qualifications, and training for people in employment, some of whom are on technician or craft apprenticeships. Courses leading to qualifications, especially in engineering, science and mathematics, appear to be particularly popular.

Further education colleges play an important part in various schemes administered by the Manpower Services Commission for the unemployed (see p 17), including basic courses in literacy and numeracy. In addition, certain colleges have introduced courses designed to provide entry to higher education other than through the usual 'O' and 'A' level examinations, courses in English as a second language, remedial English, extra tuition for people attending other courses and courses in numeracy.

The Youth Service

Local education authorities and a large number of voluntary organisations provide a range of social, recreational and leisure-time activities for young people. The Department of Education and Science has funded projects involving young people from the ethnic minorities: for example, a scheme by the National Association for Asian Youth to develop youth service provision for Asian girls in London and Bradford; a commission to Brunel University to recruit and train black part-time youth workers; and a project by the Scouts Association to work with the Asian community in Slough.

Adult Education

Local education authorities and voluntary bodies also make a variety of provision for adults, especially for teaching English as a second language. The work of the Adult Literacy and Basic Skills Unit includes work with those whose first language is not English and the Department of Education and Science has co-operated with a number of educational broadcasting initiatives including the BBC Parosi (Neighbour) Scheme, a television series aimed at providing language help for Asian women. The work of voluntary bodies is recognised as being particularly valuable in providing small group or individual tuition, and the Commission for Racial Equality has produced a 'home tutor kit' for volunteers undertaking individual language teaching.

Health and Personal Social Services

The full range of health and personal social services provided virtually free of charge are available to everyone normally resident in Britain and members of the ethnic minorities are encouraged to use them; the various statutory and voluntary bodies concerned attempt to deal with any special difficulties experienced by the minority communities.

Health Services

Health education is a major part of safeguarding the health of the ethnic minorities, and family doctors, child health clinics and health visitors who visit the home are all involved in this aspect of health care. The staff of the maternity and child health clinics look after the health of pregnant mothers and children up to school age and after children start school they are the concern of the school health service and the family doctor. The many Asian doctors employed in the health service—most of whom come to Britain for postgraduate training—are likely to be able to communicate more easily with Asian patients but in some areas interpreters are employed. Some clinics and hospitals give talks in Asian languages on such subjects as childbirth and nutrition. The clinics are an important means of contact between health staff and patients as well as between women of the minority groups themselves. This is of particular value among Asian women, many of whom, according to custom, rarely leave the house without their husbands. There has been concern about the higher rates of perinatal and neonatal mortality among Asian mothers and special efforts have been made, with some success, to reduce these rates. In order to alleviate the difficulties in communication that non-English-speaking women are likely to experience during pregnancy and childbirth the Commission for Racial Equality has produced an 'ante-natal language kit' for use with classes in hospitals and clinics. A free family planning service is provided under the National Health Service.

All parents are encouraged to have their children immunised against tuberculosis, poliomyelitis, diphtheria, tetanus, whooping cough and measles and, in the case of schoolgirls, rubella; advice is also offered on the general care of children, in particular on the importance of a healthy diet. The Health Education Council—and previously the Department of Health and Social Security—issues leaflets in five Asian languages on mother and child care which are distributed by health and local authorities and by minority organisations.

The incidence of certain diseases is higher among some minority groups than in the population at large and special measures are being taken to eradicate them. Tuberculosis is among these and health authorities encourage minority groups considered to be at risk to attend for chest X-rays. If cases are identified their contacts are traced and advice and treatment offered. Certain disorders of bone growth—known as rickets when they occur in childhood and adolescence and as osteomalacia in adults—have also been found among some Asian groups. The condition is caused by a deficiency of vitamin D as a result of an inadequate intake from the diet and from lack of exposure of the skin to sunlight; it can be easily treated. The Government launched a 'Stop Rickets' campaign early in 1981, in partnership with representatives of Asian organisations and the Save the Children Fund, which stresses the importance of sunlight, a balanced diet and the use of Vitamin D supplements for those at risk. The campaign has been successful in making the Asian community more aware of the problem.

Another disease, which affects people of African and West Indian origin, is

sickle cell disease, a genetic blood disorder caused by an abnormality of haemoglobin. Sufferers are liable to such illnesses as pneumonia and meningitis and in its severe form it may cause death. A number of hospitals offer neonatal and adult screening facilities and research into the disease is being supported by the Medical Research Council. Explanatory leaflets have been produced by the Sickle Cell Society and the Commission for Racial Equality, and the Health Education Council has been asked to produce an information leaflet for wider distribution.

Personal Social Services

The personal social services provide help and support for people in various kinds of difficulty and it is the Government's view that appropriate help should be as readily available to people from the ethnic minorities as it is to the rest of the population. The main areas of work undertaken by local authority social services departments are with children, including those in trouble; families experiencing problems; mentally ill and mentally handicapped people; elderly people; and disabled people. The young and the old are the most vulnerable members of society, no less among the minority groups than in the rest of the population, and problems experienced by minorities are sometimes compounded by differences of language, social attitudes and religion. It is recognised that those who deal with ethnic minorities must be aware of these differences and account is taken of them in the training of social workers; at the same time the recruitment of social workers from the ethnic minorities is encouraged. Although they are well represented in certain sections of the personal social services—for example many work in residential homes for children and adults, particularly the elderly, and the home help service has a growing number of staff from the minority groups—there are at present few in field social work. Increasingly, however, they are being recruited into trainee schemes, and many will become qualified social workers.

Because of the younger age structure of the ethnic minority population they have a particular need for day-care facilities for the under-fives. This need is reinforced by the fact that there is a high proportion of single-parent families among West Indians and a higher proportion of West Indian women are at work than in the population at large. Day nurseries, playgroups and 'mother and toddler' groups, including those run by members of the ethnic minorities themselves, all help to overcome cultural and linguistic differences which would otherwise be more of an obstacle when five-year-olds start school, and authorities have established such special arrangements as pre-school language playgroups, domiciliary visiting services to mothers with young children, toy libraries, and grants to voluntary organisations. In order to ensure that children receive the right type of care, all day-care facilities, including child-minders, must register with the local authorities. Although the majority of children are placed with registered child-minders, unregistered child-minding still exists, especially among young West Indians.

For children in local authority care, special fostering schemes are being promoted in an attempt to recruit black foster parents and to place more black children in foster homes rather than in institutional care. A number of hostels have been established by voluntary organisations for young West Indians who have left home, often as a result of conflict with their parents; similar hostels have been set up for young Asians. Most are financially supported by central or local government. The growing number of elderly people among the ethnic minorities, particularly from the Asian communities, has only comparatively recently attracted attention and a number of sheltered housing, social and recreational projects run by voluntary agencies have been established.

Voluntary societies play an important part in the provision of personal social services and ethnic minority groups have themselves started a large number of organisations—well over a thousand are listed by the Commission for Racial Equality—many of which give help and advice of many kinds. Information and advice in their own languages is of special benefit to Asians.

Housing

Evidence suggests that the housing conditions of both West Indians and Asians have improved significantly since the time of their initial settlement in Britain.

Type of Tenure

There are quite considerable differences in the type of housing occupied by Asians and West Indians. Asians are more likely to be owner-occupiers—some 70 per cent compared with 54 per cent of the population at large—West Indians more often live in public sector housing—nearly half compared with about 30 per cent of the population as a whole. The movement of West Indians into council housing has taken place chiefly since 1971 because, as they acquired the necessary residence qualifications it became easier for them to enter the public sector; in the earlier years of settlement they were more often to be found in rented furnished accommodation or as owner-occupiers of poor quality houses. There has also been a noticeable reduction in the degree of overcrowding. Among West Indians overcrowding has fallen dramatically since 1961, and by 1980 it appeared on one indicator (the census measure of more than 1·5 persons per room) that there were proportionally no more West Indians living in overcrowded conditions than white families. Although Asian densities are higher they too appear to be dropping steadily. There has also been a sharp decrease in the number of ethnic minority households living in shared dwellings; in 1977 some 14 per cent of Asian and 10 per cent of West Indian families were doing so compared with 3 per cent of the population as a whole.

Many local authorities make loans for house purchase—including mortgages to tenant purchasers—and some are prepared to make advances of 100 per cent of their valuation of a property (building societies, the principal source of mortgage loans, rarely advance such a large proportion of the value). A national survey published in 1976 showed that a larger percentage of ethnic minority houseowners were buying their houses with a local authority mortgage than in the rest of the population (39 per cent of West Indians and 33 per cent of Asians compared with 13 per cent of other owners). In several areas there are arrangements between local authorities and building societies which encourage the societies to grant mortgages in those areas. These mortgage loans can help towards the cost of improving property as well as buying it and are particularly helpful to those buying less expensive older houses in urban areas.

Ethnic minorities may be helped to find accommodation by the activities of housing associations—non-profit-making organisations which provide dwellings for rent either by converting old houses or building new. Some associations have undertaken multiracial schemes both in London and other cities. Registered housing associations are eligible for government grants for buying houses for improvement or conversion and they may also receive help from charitable sources. With the Government's encouragement the role of housing associations has grown in recent years, especially in areas of greatest need.

Renovation and Repair

The emphasis of public sector housing policy in recent years has increasingly been on the repair and renovation of existing houses rather than on building new ones. Inasmuch as ethnic minorities often live in older housing in urban areas which may be in need of repair or may lack basic amenities like a bathroom or inside lavatory they are likely to benefit from programmes of rehabilitation. Substantial home

improvement grants, which may be as high as 75 per cent of the eligible costs, or even 90 per cent in some cases, are available to owners, landlords and tenants for various works of improvement and repair to enable old houses to be brought up to modern standards.

Special efforts to deal with poor housing and the related social stress in inner cities are made by declaring an area to be a 'housing action area'. Within these areas local authorities offer higher rates of renovation grants and have wider powers to acquire property and to secure the improvement of private housing. They may also carry out work to improve the general environment in these areas. Of 436 housing action areas at the end of 1979 40 per cent were in local authority areas where the ethnic minorities made up 10 per cent or more of the population. In London the 22 boroughs in which ethnic minorities made up 10 per cent or more of the population have between them declared 97 per cent of all the housing action areas in Greater London. Outside London, Birmingham and Sandwell in West Midlands and Bradford in West Yorkshire, all districts with a substantial ethnic minority population, have all been very active in declaring housing action areas.

Advice on Legislation

The Government acknowledges that housing legislation is complicated; the legislation gives private tenants important rights affecting security of tenure and provides that fair rents may be fixed (by independent rent officers) on application by landlord, tenant or both; eviction from a dwelling (without a court order) and harassment of a tenant are criminal offences with severe penalties; local authorities have powers to regulate multiple occupation of houses. Housing advisory centres have been established throughout the country by local authorities and voluntary organisations and the Department of the Environment has produced a series of booklets in clear and simple language giving a guide to the major provisions of the housing law. They are distributed free through rent officers, local authorities and libraries.

Inner City Communities

Despite the disadvantages of the environment in the inner city areas where the majority of the ethnic minorities live, a thriving community life has developed in many of them. Shops catering for their special tastes have been opened by West Indians and Asians, cinemas show Indian films, businesses have been set up, social clubs and restaurants have been opened and there are now some 300 mosques throughout Britain. Mosques are not only places of worship: they are also cultural centres offering instruction in the Islamic way of life and religion as well as facilities for social and welfare activities and constitute a focus of social life in Muslim areas.

Because of the obvious advantages of living among one's own people movement away from the inner city areas, for example, to the new and expanding towns, has so far been on a small scale. Research has shown that those who have moved are more likely to be young, independent and concerned to find a better environment for themselves and their families.

Relations Between the Police and the Ethnic Minorities

As part of a wide-ranging debate that has been conducted in recent years on the relations between the police and the public in Britain, the question of relations between the police and the ethnic minority communities has been of special concern. The subject received widespread attention after the disorders in the Brixton area of Lambeth in South London in April 1981 which highlighted the difficulties of policing a multiracial community in a deprived inner city area. The report of the inquiry into the disorders conducted by Lord Scarman at the request of the Government (see Reading List) emphasised that the disorders could not be fully understood unless they were seen in the context of a complexity of political, social and economic factors. They clearly demonstrated the hostility felt by many young black people for the police; but the police in their turn were faced with the dilemma of how to cope with a rising level of crime, particularly street robbery (mugging), while retaining the confidence of all sections of the community, especially the ethnic minorities. The Government has accepted the general principles for policing policy laid down by Lord Scarman and is taking action on a number of his specific recommendations (see below).

An awareness of the tensions that can arise in a multiracial society has resulted in special efforts being made over a number of years by many police forces throughout the country to strengthen good relations between the police and the minority communities. Much has been done in the field of community liaison. 'Homebeat' officers are increasingly employed to improve relations with the community at large. By patrolling a specific area on foot they are more closely involved with the local community, know the people in their area and, by their presence, may prevent crime, especially street crime and vandalism. Most forces with large ethnic minority communities have appointed community liaison officers and some have established community relations departments. In many areas local consultative or liaison committees have been established. In London the Metropolitan Police has a central Community Relations Branch at its headquarters at New Scotland Yard and there are community liaison officers in each of the 24 districts of the force. All police officers are regarded as being responsible for ensuring good relations with the community but the community liaison officers, being free from normal operational duties, are involved in co-ordinating and encouraging community relations activities, making and maintaining contacts with ethnic minority leaders (among others in the community), representing the police on official bodies in the area, and serving on local community relations councils. Important work is undertaken in the schools where contact is established with pupils and teachers and, to improve the recreational facilities available to young people, help is given with youth clubs and sports teams. Police officers are encouraged to learn Asian languages which greatly improves contacts with the minority communities and in some forces 'surgeries' are held to help people with problems.

Training police constables in race relations has received attention, particularly since 1972 when the recommendations of a working party on the subject were commended by the Home Secretary to the chief officers of police. It was recommended that training should contain both factual information about the ethnic minorities and discussions that would bring about a better understanding of the nature of prejudice. The initial training course for probationer constables at police training centres contains an element of community relations training and emphasis is placed subsequently on training at local level. Where a force is large enough for community

relations training to be arranged within the force, regular courses are provided for all ranks up to inspector; in other cases, forces combine to run courses. Higher police training at the Police College also contains studies of community relations and several specialist courses have been initiated at national level.

In his report on the Brixton disorders Lord Scarman made a number of recommendations for improving police training, on some of which action is already being taken. The Metropolitan Police is lengthening the initial period of training from 15 weeks to 16 weeks and has introduced 'street duty courses' to instruct young constables in dealing with the public, including members of ethnic minorities. The present arrangements in other forces for training in race relations, public order, and supervision and management are to be re-examined with a view to establishing common programmes and minimum standards. Lord Scarman emphasised that the central theme in all training must be the need for the police to secure the consent and support of the public if they are successfully to perform their duties and recommended that the local consultative or liaison committees that already exist on a voluntary basis in many areas should be put on a statutory basis. Since the Brixton disorders the liaison arrangements between the police and the community in Lambeth, which had broken down in 1979, have been re-established and in June 1982 the Home Office issued guidelines for improving local consultation arrangements between the community and the police.

Another matter which has been raised in the context of relations between the police and the ethnic minorities is the system of making complaints against the police. Lord Scarman considered that there was a lack of public confidence in the existing system and the subject has been examined by the Home Affairs Select Committee of the House of Commons. The Government hopes to put forward proposals for reforming the procedures based on the report of the Select Committee.

There is widespread agreement that the composition of the police forces should reflect the make-up of the society they serve and a major cause of concern for many years has been the reluctance of members of the ethnic minorities to join the police force. Independent research undertaken for the Home Office into the reasons for this has underlined the fact that this unwillingness among young West Indians is deeply rooted in the attitude of many members of that community to the police. Specially directed recruitment campaigns have been conducted both locally and nationally, including the publication of advertisements in the Asian language press, and further campaigns are planned. Progress has been slight, however, and in June 1982 there were 160 black officers in the Metropolitan Police and 226 in other forces in England and Wales. This means that only one police officer in 400 is a member of the ethnic minorities.

The question of the difficulties experienced by some black and Asian candidates with the entrance tests to the police service was raised by Lord Scarman and by the Home Affairs Committee in its report on racial disadvantage. The Government has rejected suggestions that there should be a lower pass mark in the standardised tests on the grounds that this would divide police officers into two categories. It accepts, however, that tests should be free from cultural bias and new tests to be introduced are to be scrutinised by independent experts. Consideration is also being given to the possibility of English courses being provided for candidates with an imperfect knowledge of the language who failed the written English test but were satisfactory in other respects. The Government has emphasised, however, that although the failure rate in the entrance test contributes to the low level of recruitment the real problem is that too few ethnic minority candidates apply. It recognises that a sustained effort is needed, probably over a number of years, to improve the ethnic minorities understanding of the role of the police service.

Broadcasting and the Press

The radio and television organisations—the British Broadcasting Corporation (BBC) and the companies broadcasting under the auspices of the Independent Broadcasting Authority (IBA)—aim to reflect the diversity of British society and provide programmes of interest to all parts of the community. Certain programmes are produced specifically for members of the ethnic minorities while others are concerned with issues affecting race relations, and there are talks, discussions and documentaries, often with members of the minority communities taking part. Among programmes of these kinds the BBC has broadcast in recent years a series of films on multiracial Britain aimed at drawing attention to better practice for professional groups which have contact with ethnic minorities, a series for teachers on multicultural education and another for members of ethnic groups who speak English as a second language. Programmes specially designed for the Asian community are produced by the Asian Programmes Unit of the BBC which was set up in 1965 (as the Immigrant Programmes Unit) in Birmingham. Two regular weekly Asian language programmes are broadcast on television and one on radio, one of the television programmes being specifically for women. Within the BBC there is an Asian Programmes Advisory Committee whose members reflect significant interests in the Asian communities. Local radio producers are also involved in providing programmes for minorities especially in areas with ethnic minority communities. Three-quarters of the BBC's 22 local radio stations in England carry regular programmes for the Asian communities and seven stations serving areas where there is a large Afro-Caribbean population provide regular programmes for that section of the audience. (Radio Merseyside also has a regular bulletin in Chinese.) One particularly successful undertaking was a six-month health project run by Radio London in which a team of volunteer medical experts from the various ethnic minorities gave advice to people who 'phoned-in' their problems. In February 1982 the BBC started its first training course for part-time broadcasters from the ethnic minorities who make programmes for local radio stations

Among the independent television companies, Central, which serves the Midlands, runs a magazine programme for the local Asian communities which places a strong emphasis on culture and music. In the North West, Granada broadcasts a citizen's advice series in Hindi, while in London 'Skin', a series by London Weekend Television's London Minorities Unit, has focused attention on the issues facing the black communities. Yorkshire Television's series 'Living In A Multi-Cultural Society', to be shown throughout the country, is intended for 9- to 12-year-olds. In addition, Channel Four, which is due to start broadcasting in November 1982, will greatly extend the range of programmes for and about minority interests.

Independent local radio companies provide a number of programmes for Asians in the languages of the sub-continent—examples are to be heard on LBC (London), BRMB (Birmingham), Beacon Radio (Wolverhampton), Pennine Radio (Bradford), Mercia Sound (Coventry) and Centre Radio (Leicester). Programmes and features for the Afro-Caribbean community include LBC's 'Rice 'n Peas' and in Bristol, Radio West's 'Community Link'. Most independent local radio stations feature at least one programme of reggae or soul music in their schedules. Other programmes and items aim at promoting a greater understanding of the religions and culture of the various ethnic groups. These try to reflect local circumstances, as is appropriate for local radio.

30 There are over 40 newspapers and magazines in Asian languages published in

Britain by members of minority groups. One is produced daily, the rest weekly or monthly. There are also English language magazines directed at the increasing number of English-speaking Asians. There are three weekly West Indian papers, one of them a local edition of the long-established *Jamaican Gleaner* and another, *West Indian World*, founded in 1972; *Caribbean Times*, launched in 1981, is, despite its title, aimed at all the ethnic minorities. A monthly magazine *Root* sets out to mirror the interests of what it calls 'black achievers' in the belief that newspapers concentrate on the deprivations of the ethnic minorities and ignore their successes. Three other magazines for West Indians cover the arts and politics.

The number of black journalists working in provincial and local London papers has increased over recent years, though fewer are found in the national press; the number employed in broadcasting is also increasing. The Black Media Workers' Association, a professional organisation of black journalists and broadcasters, launched a campaign in 1981 to attract more black people into the news media.

In 1975 the National Union of Journalists (which has about 100 black members) issued guidelines on reporting matters concerning race relations in response to concern among many people about the way stories about minorities were being reported in some sections of the national and local press. It also set up a race relations working party with a black chairman. Union members were instructed to: 'only mention someone's race or nationality if strictly relevant; resist the temptation to sensationalise issues which could harm race relations; press for equal opportunities for employment of black staff, particularly in areas where many blacks live; seek to achieve wider and better coverage of black affairs—social, political, cultural; investigate the treatment of blacks in education, employment and housing and the activities of racialist organisations.' These guidelines related to a clause in the union's code of conduct which enjoins journalists not to 'originate material designed to encourage discrimination on grounds of race, colour, creed or sex and exacerbate relationships'.

The Press Council (which has black members), the independent body set up to maintain the standards of the press, has emphasised in its adjudications on complaints about newspaper reporting that irrelevant references to people's colour and race should be avoided.

The Arts

Artistic activity is regarded as an effective means of communication which can lead to mutual understanding and respect between newcomers in a society and the host community. It also allows the ethnic minority groups settled in Britain to remember their traditions, have pride in their past and comment on the present while, at the same time, enriching the cultural life of the country.

In 1974 a report on the arts of ethnic minorities in Britain and how they could be encouraged was commissioned by the Arts Council of Great Britain, the Community Relations Commission (the forerunner of the Commission for Racial Equality) and the Gulbenkian Foundation. Up to that time ethnic artistic activity had had little official recognition but since the publication of the report a number of important developments have taken place. The Minorities Arts Advisory Service has been established (see below); some regional arts associations, local authorities and arts centres have appointed ethnic arts officers; professional standards have improved and, instead of reaching only their own particular community, the work of many artists and groups is being seen by wider audiences among the public at large.

The range of arts is wide, embracing both the traditional and the modern. It includes, for example Bengali drama, Caribbean steel bands, African drumming, Pakistani poetry and Indian dancing. Financial help is given by the Arts Council, regional arts associations, local authorities and the Commission for Racial Equality. Independent trusts and foundations, like the Gulbenkian Foundation, also give support.

Among the better-known companies, all founded in 1977 and 1978, are the Black Theatre Co-operative which was formed to encourage the production of plays by black playwrights and to provide opportunities for young black actors; the Tara Arts Group, an Asian theatre group which performs in English and tours its productions in Britain; Kutamba, an Afro-Caribbean group based in Manchester which specialises in the performance of African and West Indian music, dance, poetry and plays; Mara Ya Pili, a mixed activity group in Leeds concentrating on modern dance; and Ekomé Arts, a group from the St Paul's district of Bristol which performs West Indian and African dances and music. In 1981 an arts centre was opened in London by Indian Artists United Kingdom to display the works of Indian artists living in Britain.

The Minority Arts Advisory Service was set up in 1976 as a national information and resource centre for the arts of the ethnic minority communities. Though based in London it has fieldworkers in the regions who have considerably expanded the scope of its work. Financed by the Arts Council, the Commission for Racial Equality and the Gulbenkian Foundation, together with the Greater London Arts Association and some private sources, it helps ethnic art groups and individuals with advice and publicity, suggests suitable groups for such events as festivals, publishes registers of artists and issues a monthly newsletter, *The Echo*.

The Commonwealth Institute also contributes to the encouragement of ethnic arts. As well as housing permanent and special exhibitions relating to Commonwealth countries, it arranges a varied programme of drama, music, dances, film and festival celebrations.

Addresses

Government Departments and Statutory Bodies

Home Office, 50 Queen Anne's Gate, London SW1H 9AT.

Immigration and Nationality Department, Lunar House, Wellesley Road, Croydon CR9 2BY.

Department of Education and Science, Elizabeth House, York Road, London SE1 7PH.

Department of Employment, Caxton House, Tothill Street, London SW1H 9NA.

Department of the Environment, 2 Marsham Street, London SW1P 3EB.

Department of Health and Social Security, Alexander Fleming House, London SE1 6BY.

Office of Population Censuses and Surveys, St Catherine's House, 10 Kingsway, London WC2B 6JP.

Commission for Racial Equality, Elliot House, 10–12 Allington Street, London SW1E 5EX.

Manpower Services Commission, Selkirk House, 166 High Holborn, London WC1V 6PF.

Other Organisations

Citizens Advice Bureaux, 31 Wellington Street, London WC2E 7DA.

Commonwealth Institute, Kensington High Street, London W8 6NQ.

Fair Play for Children, 248 Kentish Town Road, London NW5 2AB.

The Islamic Cultural Centre, 146 Park Road, London NW4 3TL.

Joint Council for the Welfare of Immigrants, 44 Theobalds Road, London WC1X 8SP.

Minority Arts Advisory Service, Beauchamp Lodge, 2 Warwick Crescent, London W2 6NE.

Minority Rights Group, Benjamin Franklin House, 36 Craven Street, London WC2N 5NG.

National Association for Asian Youth, 46 High Street, Southall, Middlesex UB7 3DB.

National Association for Multi-Racial Education, 23 Doles Place, Findern, Derby DE6 6AX.

National Centre for Industrial Language Training, Havelock Centre, Havelock Road, Southall, Middlesex UB2 4NZ.

National Council for Civil Liberties, 21 Tabard Street, London SE1 4LA.

National Foundation for Educational Research in England and Wales, The Mere, Upton Park, Slough SL1 2DQ.

Pre-School Playgroups Association, Alford House, Aveline Street, London SE11 5DJ.

The Runnymede Trust, 37A Grays Inn Road, London WC1 8PP.

Save the Children Fund, 157 Clapham Road, London SW9 0PU.

Schools Council for Curriculum and Examinations, 160 Great Portland Street, London W1N 5TB.

United Kingdom Immigrants Advisory Service, Brettenham House, 14 Lancaster Place, Strand, London WC2E 7EP.

Reading List

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Annual Reports and Statistics			
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Control of Immigration: Statistics, United Kingdom	*HMSO*		
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Employment. Report of the House of Commons Select Committee on Race Relations and Immigration. Session 1974. ISBN 0 10 279075 2.	*HMSO*	1974	0·50
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Ethnic Minorities in Britain: Home Office Research Study No 68 by Simon Field and others. ISBN 0 11 340708 4.	*HMSO*	1981	3·60
Immigration into Britain. COI reference pamphlet. ISBN 0 11 701008 1.	*HMSO*	1980	2·40
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The West Indian Community. Observations on the Report of the Select Committee on Race Relations and Immigration. Cmnd 7186. ISBN 0 10 171860 8.	*HMSO*	1978	0·60

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BINDMAN, G. *and* LESTER, A. Race and Law. ISBN 0 14 080227 4.	*Penguin*	1972	1·25
COMMISSION FOR RACIAL EQUALITY			
Aspects of Mental Health in a Multi-Cultural Society.	*CRC*[1]	1976	0·60
Britain's New Arts. Naseem Khan.	*CRE*	1980	1·00
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